

Interviewing Biases

Category	Red Flag	Example
Inconsistency in questioning	Asking different questions of candidates of the same position	Asking women if they have had gaps in employment
First-impression	Making snap judgments, good or bad of first impressions	Impressed with individuals "charisma"
Negative emphasis	Rejecting candidate based on small amount of negative information	Candidate didn't have polished shoes
Halo Effect	Interviewer lets one strong point overshadow all other information	Candidate went to the same alma mater as interviewer
Horn Effect	Interviewer lets one negative point overshadow all other information	
Nonverbal bias	Undue emphasis placed on nonverbal behavior not related to job performance	Person constantly flings hair to the side
Contrast Effect	Candidate is compared to the last one interviewed	Second person may appear more qualified than they are or than the job would require when compared to a weaker candidate
Similar-to-me	Selecting candidates that have the same personal characteristics	Candidate is from the same home town and high school
Cultural noise	Candidate provides socially acceptable rather than factual response	Why did you leave your last employer? I am looking for more challenging opportunities.